Table 48

Core Matrix

Subject Factors	Job Stimulus Factors	Item Factors 1	2	3	4
1	1	-468.91	-429.03	-379.69	-387.74
	2	-333.25	-307.25	-281.19	-280.25
	3	-315.72	-281.85	-262.43	-267.28
	4	-117.10	-103.37	- 92.00	- 88.96
	5	-248.24	-235.75	-206.57	-209.59
2	1	- 29.73	- 25.31	- 22.23	- 30.23
	2	- 19.66	- 21.31	- 15.06	- 18.84
	3	- 23.47	- 20.78	- 10.41	- 12.35
	4	- 5.67	- 4.26	- 1.18	- 11.13
	5	- 17.43	- 22.65	- 12.99	- 14.08
3	1	37.93	24.34	26.66	26.33
	2	19.75	17.05	24.41	23.06
	3	25.06	16.22	18.20	11.15
	4	7.38	2.39	18.07	0.27
	5	15.96	7.70	20.00	10.98
4	1	17.36	8.61	10.32	16.26
	2	11.54	15.42	6.12	9.45
	3	9.07	9.96	- 4.27	15.94
	4	3.76	- 7.04	4.24	9.07
	5	12.45	3.21	10.30	3.04

NOTE: All loadings rounded to second decimal.